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Pregnancy as a Disability

The inability to work due to pregnancy and/or childbirth is treated as any other disability under the University's Short-Term and Supplemental Disability plans. For most pregnancies, the disability period begins two weeks before birth and ends six weeks after birth (eight weeks after birth for Caesarian section).

Your disability insurance provides income to replace lost wages during your disability period, while your leave status generally determines your eligibility to continue other UC-sponsored benefits.

Your [Benefits Office](#) can help you apply for disability benefits and arrange for the UC-sponsored benefits you wish to continue.

After your pregnancy disability ends, you may be able to continue leave under other provisions. Leave may consist of leave without pay and/or paid leave—including accrued sick leave, vacation, and compensatory time. Talk to your Benefits or Academic Personnel Office about your options. You also should talk with your supervisor about your leave plans. Whenever possible, UC asks that you provide at least 30 days advance notice of your intentions. See the [Pregnancy, Newborn Child, and Adopted Child Factsheet](#) [PDF] for more important information.

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